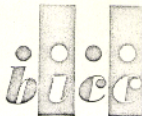


**business and industrial coordinating council**



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ROLAND E. STEWART, EXECUTIVE DIRECTOR

TO: Executive Committee Members  
FROM: Roland E. Stewart  
DATE: September 25, 1970  
SUBJECT: Gateway-Newark Airport Action Committee & Recent Newspaper Articles

Following is a position paper to be issued by me with Executive Committee approval:

The Social Agencies in the city of Newark have arrived at a new plateau of negotiations with the so called establishment. Historically the minority underprivileged has had to deal with the receptionist, the low skilled supervisor, or the hiring boss in seeking employment opportunities, information related to employment, or negotiations.

During the era of the 50's and 60's it became fashionable to deal respectfully with these same minorities through, now, agency representatives, on a middle-management level. The agencies were able to by-pass the receptionist-gate-keeper and deal with the Urban Affairs Coordinator or Minority Relations Specialist who supposedly represented top management.

During the latter part of the 60's these Minority Specialists were invariably Black because the feeling was they could better relate to the Black community. The fallacy of this thinking centered around the fact that the Minority Specialist had almost walk the water responsibility, while at the same time having less than a drop of decision making power. The struggle for decisive action still meant going through layers of bureaucracy in one form or another, with the swiftness of a glacier melting to bring about a positive decision or affirmative action.

In 1970, the posture is now to do business with the decision makers, the members of the Board of Directors, the corporate president and his immediate staff, or in the case of the Port Authority, the Commissioners themselves along with Austin Tobin. The activities generated as a result of a coalition of social agencies hopeful of affirmative action is an out-growth of the frustrations experienced by these agencies in dealing with the captains of business and industry through their underlings.

The Business & Industrial Coordinating Council Executive Committee endorses not only the united approach to solving problems of mutual concern, but also supports affirmative action as a result of negotiations directly with the decision makers.